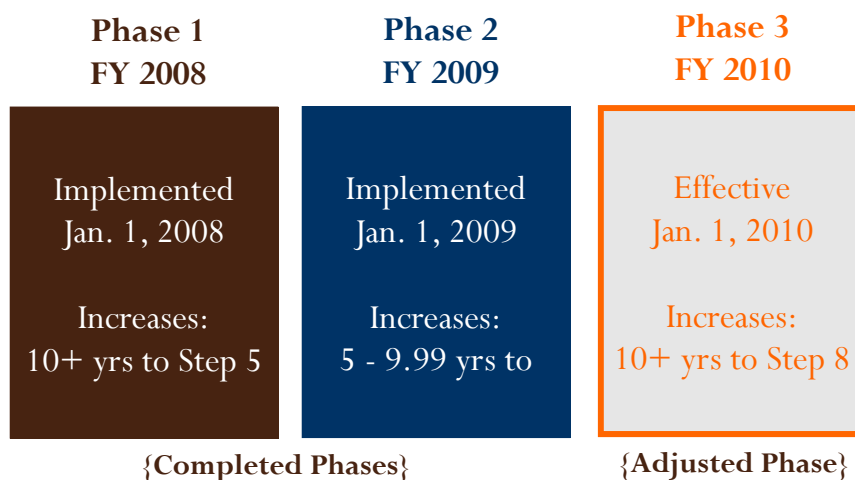# City of San Antonio
Human Resources Department

FY 2010 Pay Plan Update

FY 2010 Step Pay Plan Implementation

- The proposed budget does not include COLAs or Performance Pay for any City employees, but the civilian Step Pay Plan will continue to be implemented.
- Due to tight budgets, many cities have already decided to cut cost-of-living and performance pay. However, the City Manager is recommending that the civilian step pay plan continue to be implemented, just at a slower pace.
- Employees with 10+ years will move to Step 8, instead of Step 10, on January 1, 2010, with 787 employees receiving some step salary increase as a result. This continued implementation recognizes the importance of a pay plan based on longevity for the majority of the City's full-time civilian employees.

Phase 1 FY 2008	**Phase 2** FY 2009	**Phase 3** FY 2010
Implemented Jan. 1, 2008 Increases: 10+ yrs to Step 5	Implemented Jan. 1, 2009 Increases: 5 - 9.99 yrs to	Effective Jan. 1, 2010 Increases: 10+ yrs to Step 8
{**Completed Phases**}		{**Adjusted Phase**}

Pay Plan Background

- On October 1, 2007, the City implemented a new pay plan.
- The Pay plan is part of an overall total compensation review with market-competitive wages and employee sharing of benefits costs.
- The Pay plan was designed with input from Employee-Management Committee (EMC).
- The Pay Plan has three primary portions:
  ⇒ Cost of Living Adjustment (COLA) increases are "across the board" increases given to all full-time and part-time civilian employees.
  ⇒ Step plan provides pay increases based on time in job for non-professional and non-managerial employees only.
  ⇒ Performance pay is base salary increases based on job performance for professional and managerial employees only.
- Step plan will move employees through the range for each year in their job.
- Employees reach maximum of the range after 10 years.
- To distribute cost impact, the Pay Plan was projected to be implemented over four years, but now will be over six years.
  ⇒ Phase One – 10/1/07 in FY 2008 Employees with 10+ years moved to Step 5.
  ⇒ Phase Two – 1/1/09 in FY 2009 Employees with 5 - 10 years moved to Step 4.
  ⇒ Phase Three – 1/1/10 in FY 2010 Employees with 10+ years would move to Step 8.